



COUNTY OF LOS ANGELES

DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

March 29, 2005

REVISED

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

COUNTYWIDE CLASSIFICATION ACTIONS (ALL DISTRICTS - 3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to reflect classification changes and to implement the results of classification studies, to add two salary notes to certain classes in the Auditor-Controller, and to make technical corrections.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Your Board has instructed the Director of Personnel to submit classification letters on a periodic basis throughout the year to facilitate consideration of classification recommendations in a timely manner. The development and maintenance of the County's classification system is one of the Department of Human Resources' (DHR) primary functions.

Your Board's approval of these recommendations will provide the ordinance authority for County departments to implement the classification recommendations in this letter.

Implementation of Strategic Plan Goals

Approval of the accompanying ordinance will further the County Strategic Plan, Organization Effectiveness Goal, to achieve departmental operational needs and to maintain consistency in personnel practices throughout the County.

To Enrich Lives Through Effective and Caring Service

These classification recommendations will ensure the proper classification of positions based upon the duties and responsibilities assigned to these jobs as performed by the incumbents. This is a primary goal of the County's classification system and a means for the appropriate classification and compensation of the County workforce. Positions reclassified upward and downward are consistent with the class concepts of the proposed classifications. These actions are recommended based upon accepted principles of classification and are important in addressing departmental operational needs and in maintaining consistency in personnel practices throughout the County. The proper classification of positions and employees facilitates good business operations and can reduce the number of costly personnel-related problems (Attachments A, B, and C).

Auditor-Controller Study

Based upon an evaluation of the enhanced duties that the Auditor-Controller has assumed over the last several years, MAPP range adjustments are being recommended for four (4) MAPP classes in the Auditor-Controller (Attachment B). Furthermore, salary notes applicable to certain non-represented classes in the department which are compensated on a five step salary schedule are being recommended for addition to Section 6.028.050. Approval of these salary notes would allow the Auditor-Controller to place employees above the fifth step of their salary schedule. While such placement is at the discretion of the Auditor-Controller, the department has developed internal review procedures to ensure that such additional compensation is provided for in a fair and equitable manner.

FISCAL IMPACT/FINANCING

The projected net County cost resulting from the Auditor-Controller study is a maximum of \$92,431 per effective month for FY 2004-05 (Attachment B). This total is based upon actual incumbents sitting against the impacted positions. The cost will be absorbed within the Auditor-Controller's budget.

There is no net County cost associated with the reclasses noted in Attachment C. Individuals promoted as a result of upward reclasses would receive an increase of approximately 5.5 percent. All cost increases will be absorbed within the Board's adopted budget for each affected department. No additional funding is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

New Classes

Four (4) new classes are being recommended for addition to the County's Classification Plan - three (3) in conjunction with the countywide Information Technology Study and one (1) in the unclassified service to reflect the continuing implementation of the provisions of Measure A (Attachment A). As you may recall, Measure A was ratified at the special election on March 7, 2000 and removed chief deputies and assistants or deputies next in line of authority from the Civil Service System.

One (1) class subject to special pay provisions (Section 6.28.060) is also being recommended for addition (Attachment A). Due to an inadvertent error, a class designated to serve on the Department of Health Services' Solid Waste Facilities Hearing Board was never established concurrent with the creation of this Board. The establishment of this class will facilitate the compensation of the three Board members pursuant to the County Code.

Deleted Classes

Twenty-three (23) vacant non-represented classes are being recommended for deletion from the County's Classification Plan (Attachment A). Class deletions are consistent with the DHR strategy to reduce the overall number of County classes. The affected departments have been informed of and have consented to the deletions.

Title Change

The title of one (1) non-represented class is being recommended for change to a generic designation in conjunction with the deletion of a counterpart class in the series (Attachment A).

Salary Corrections

Corrections to the salaries of two (2) represented Sheriff's classes are being recommended to provide the standard 2.5 percent salary movement effective January 1, 2005 (Attachment A). Due to an inadvertent error, provisions for general salary movement were not established for these classes in DHR's Countywide Classifications Actions Board letter which was approved by your Board on September 14, 2004.

Reclassifications

Seven (7) positions in three (3) departments are being recommended for reclassification (Attachment C). The duties and responsibilities assigned to these positions have changed since the original allocations were made. The positions would be more appropriately classified to the recommended classes.

Authority

The County Charter (Article VI) authorizes the Director of Personnel to establish and maintain "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5 of the County Code.

Approvals

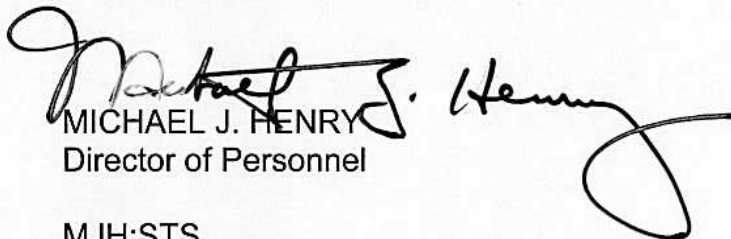
- The Chief Administrative Officer has reviewed these recommendations.
- The Department of Human Resources has conducted appropriate consultations with the impacted employee organizations.
- The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

The Honorable Board of Supervisors
March 29, 2005
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IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of these classification recommendations will enhance the operational effectiveness of the departments through proper classification of positions and employees.

Respectfully submitted,


MICHAEL J. HENRY
Director of Personnel

MJH:STS
CRH:vmh

Attachments (3)

c: Chief Administrative Officer
Executive Officer, Board of Supervisors
County Counsel
Auditor-Controller
Affected Departments

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ATTACHMENT A**CLASSES RECOMMENDED FOR ADDITION**

Benefit designations are being shown for information only and are not part of the County Code. Savings Plan designees are also recommended to be designated as eligible to the Flexible Benefit Plan.

Savings/Health Plan	Item No.	Title	Salary Schedule & Level
Savings	1633	Chief Deputy Director, Ombudsman (UC)	N23 R8
Savings	2566	Chief Information Security Officer	N23 R14
Savings	2611	Departmental Information Security Officer I	96K
Savings	2612	Departmental Information Security Officer II	103B

**POSITION SUBJECT TO SPECIAL PAY PROVISIONS
RECOMMENDED FOR ADDITION**

Item No.	Title
9493	Member, Solid Waste Facilities Hearing Board

NON-REPRESENTED CLASSES RECOMMENDED FOR DELETION

Item No.	Title
4580	Administrative Deputy, Programs, Health Services
4621	Assistant Area Administrator, Public Health
4209	Assistant Chief, Contract Construction
1064	Chief, Administrative Services, Public Works
1972	Chief Appraiser I

ATTACHMENT A**NON-REPRESENTED CLASSES RECOMMENDED FOR DELETION (cont'd)**

Item No.	Title
1026	Chief, Budget & Fund Management, Public Works
1039	Chief, Fiscal Division, Public Works
4588	Chief, Governmental Relations, Health Services
1029	Chief, Information Systems, Public Works
1877	Chief, Personnel & Public Affairs, Public Works
8906	Deputy Director, Beaches and Harbors
4584	Director, Comparative & Veterinary Medicine, Health Services
4602	Director, Office of AIDS Programs & Policy, Health Services
1012	Governmental Relations Representative, Public Works
4111	Head, Facilities Management, Probation
0938	Head, Staff Services, Health
2228	Manager, Custody Records System, Sheriff
3408	Manager, Emergency Telecom Systems
4566	Medical Director, Juvenile Court Health Services
4564	Medical Director, MD, Health Services
1627	Program Coordinator
0709	Risk Management Inspector General, Auditor-Controller
3591	Supervising Structural Engineer IV

ATTACHMENT A**NON-REPRESENTED CLASSES RECOMMENDED FOR TITLE CHANGE**

Item No.	Current Title	New Title
1974	Chief Appraiser II	Chief Appraiser

REPRESENTED CLASSES RECOMMENDED FOR SALARY CORRECTION

Item No.	Title	Current Salary	Recommended Salary
6930	Business Equipment Technician, Sheriff	9/21/2004 78G	01/01/2005 79F 01/01/2006 80E
6931	Senior Business Equipment Technician, Sheriff	9/21/2004 81G	01/01/2005 82F 01/01/2006 83E

ATTACHMENT B**AUDITOR-CONTROLLER STUDY****RECOMMENDED CHANGES FOR MAPP CLASSES**

Item No.	Title	Current Salary	Proposed Salary
0721	Assistant Auditor-Controller (UC)	N23 R14	N23 R15
0728	Auditor-Controller	N23 R17	N23 R18
0727	Chief Deputy Auditor-Controller (UC)	N23 R15	N23 R16
0723	Division Chief, Auditor-Controller	N23 R13	N23 R14

RECOMMENDED CHANGES FOR SALARY SCHEDULE CLASSES**Classes Recommended for Note 38 (Eight Step Range)**

Item No.	Title
0682	Principal Accountant-Auditor
0654	Principal Accountant, Auditor-Controller
2652	Principal Accounting Systems Analyst
0714	Program Specialist III, Auditor-Controller
0649	Section Manager, Auditor-Controller

Classes Recommended for Note 39 (Seven Step Range)

Item No.	Title
0652	Chief Accountant
0685	Chief Accountant-Auditor
2653	Chief Accounting Systems Analyst
0716	Program Specialist IV, Auditor-Controller
0717	Program Specialist V, Auditor-Controller

ATTACHMENT C**RECOMMENDATIONS FOR POSITION RECLASSIFICATIONS****DEPARTMENT OF HEALTH SERVICES - ADMINISTRATION**

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Senior Staff Analyst, Health N23 R9 Non-represented	Principal Accounting Systems Technician 94A Non-represented

The subject position is located in the Expenditure Management/Fiscal Services Division and is primarily responsible for supervising professional fiscal and accounting staff involved in the review, development, and implementation of the Health Service Administration's (HSA) annual budget. In addition, the unit also monitors, forecasts, reports, and responds to inquiries regarding HSA's actual and forecasted performance against budgeted/allocated amounts utilizing computerized County and departmental accounting, purchasing, and labor cost distributions. A downward reclassification to Principal Accounting Systems Technician is being recommended only to provide consistency in allocations department wide for those positions allocated to other large DHS facilities having similar scopes of responsibility. This position will be further reviewed in the countywide study of accounting classifications at which time a more appropriate allocation may be determined.

DEPARTMENT OF HEALTH SERVICES – SAN FERNANDO VALLEY CLUSTER

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Procurement Aid 63J Represented	Procurement Assistant I 67H Represented

The subject position is assigned to Olive View Hospital Pharmacy Services and is responsible for the ordering of all pharmaceutical drugs and equipment and for resolving drug recalls or shortages. The position is also responsible for supervising lower level Pharmacy staff comprised of Pharmacy Helpers and Pharmacy Technicians who process orders and perform inventory counts and adjustments. These procurement and supervisory responsibilities support allocation to Procurement Assistant I which performs the full range of journey-level procurement functions and which may supervise lower level procurement staff. Therefore, upward reclassification is recommended to Procurement Assistant I.

ATTACHMENT C**DEPARTMENT OF MENTAL HEALTH**

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Administrator, Justice Programs, MH R17 Non-represented	Deputy Director, MH (UC) R14 Non-Represented

The Administrator, Justice Programs, Mental Health class was established to serve as the Department's executive advisor on forensic issues, court programs, and mental health law. It also served to oversee all forensic and jail mental health programs. As part of a departmental reorganization, the position will be reassigned to direct the administration of jail, grant, and juvenile justice mental health programs. The changed scope of work and level of responsibility is now more consistent with the allocation criteria for Deputy Director, Mental Health (UC), a position which directs the development of mental health programs for the department and has responsibility for managing a bureau. Accordingly, the position is recommended for downward reclassification. The approval of this recommended reclassification will also facilitate the deletion of the vacant Administrator Justice Programs, Mental Health class.

PUBLIC LIBRARY

Number of Positions	Present Classification and Salary	Classification Findings and Salary
4	Librarian II 73G Represented	Librarian III 77G Represented

The subject positions report to a central Librarian IV and are assigned to manage the unique ethnic collections (American Indian, Asian Pacific, African American, and Chicano) housed within four community libraries. Working with considerable independence, these positions evaluate and select all ethnic resource materials to add to their respective collections. The Librarians also travel throughout the County to present lectures at educational institutions, to professional and special interest groups, and to the respective ethnic communities both locally and at large. The aforementioned duties, scope of responsibilities, level of independence in work, and impact upon library operations and collections are more consistent with the allocation criteria for Librarian III. Therefore, all positions are recommended for upward reclassification.